



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION  
CENTRAL HEAD QUARTERS**

37, Laxmibainagar, New Delhi – 110023

President  
**J.K.MISHRA**  
Mobile: 9868159951

Finance Secretary  
**V.GURUMOORTHY**  
Mobile: 9444979555

General Secretary  
**V.P.ARYA**  
Mobile: 9868210478

No.AIBSNLOA/CHQ/2011/13

Dated: 22nd March 2011

To

Shri R.Chandrasekhar,  
Secretary,  
Dept. of Telecommunications,  
New Delhi 110 001

**Subject: Denial of revised IDA Pay Scales to the JTOs/JAOs equivalents and SDE/AO Equivalents – A serious and unpardonable lapse on the part of DoT – reg**

Sir,

BSNL has recently circulated an order vide its No.400-61/2004-Pers.I (pt.II) dated 18<sup>th</sup> March 2011, wherein it has referred to DoT letter No.61-02/2010-SU dated 24<sup>th</sup> January 2011 on BSNL's proposal for revision of IDA pay scales of E1A, E2A and E9A in respect of BSNL Executives. DoT in its letter is said to have observed that, “ (i) Case of E1A and E2A scales is not justified. (ii) No merit has been found in the case of E9A scale.”

2. In the background of assertions made by Department of Public Enterprises vide its *O M No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 against introduction of any intermediary scales* and further instructions that “*If there has been any aberrations, they need to be corrected*”, we were very well aware that BSNL's proposal for revised IDA scales for E1A, E2A and E9A will never get through. That is why immediately after issue of orders for revision of IDA pay scales for BSNL Executives in March 2009, we had represented to BSNL stating that “**instead of seeking approval for intermediary scales equivalent to E1A and E2A, BSNL can agree for E2 and E3 scales to these cadres** and consequently the next higher scales to the higher grades, viz. (i) JTOs level: E-2 grade, (ii) SDEs level: E-3 grade, (iii) Sr SDEs/Sr AOs: E-4 grade, (iv) DEs level: E-5 grade and (v) DGMs level: E-6 grade.” [Our letter No.AIBSNLOA/CHQ/2009/11 dated 16.3.2009 is enclosed]. Afterwards, we had made several representations on the same line. Unfortunately, the matter was allowed to remain as unsettled for the last two years.

3. Though we feel that DoT had taken long years to come to the conclusion that BSNL's proposals for revised E1A and E2A scales were not justified and not achievable in view of the guidelines issued by Deptt of Public Enterprises that intermediary pay scales are not admissible, still we feel satisfied that at long last the DoT has taken the right stand and therefore our stand is

vindicated. But this does not give any solace to the JTO/equivalent cadres and SDE/equivalent cadres of BSNL. These are the only groups of Executives in BSNL whose revision of pay scales has not been settled till today, though other Executive cadres of BSNL got their pay revision Order two years back. These two groups of BSNL Executives even now continue to be humiliated by being ordered for virtual downgrading of their pay scales (from E1A to E1 and E2A to E2 respectively) pending approval of the proposal for granting intermediary pay scales. Now that even DOT has rejected proposed intermediary pay scales, it is high time that these two groups of Executives get their pay revision in standard pay scales as notified by Deptt of Public Enterprises while accepting the recommendations of 2<sup>nd</sup> Pay Revision Committee.

4. In view of the above, we would request you to kindly consider with all seriousness our proposal to grant revised E2 scales for JTOs & equivalent cadres and revised E3 scales for SDEs & equivalent cadres and also consequent higher scales for other grades (having no financial implication) as detailed in our enclosed previous letter. This alone can resolve the matter once for all and these groups of BSNL Executives at the level of JTOs/equivalents and SDE/equivalents will get justice and come out of the humiliation of being placed in lower pay scales compared to what they were drawing before revision of pay scales of all Executives and other employees.

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Encl: As above

Copy to:

1. Shri Kapil Sibal,  
Hon'ble Minister of Communications & IT,  
New Delhi-110 003.
2. Shri S C Mishra,  
CMD, BSNL,  
New Delhi-110 001
3. Shri Bhaskar Chatterjee,  
Secretary, DPE,  
New Delhi - 110 003



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No.ABSNLOA/CHQ/2009/11

Dated, March 16, 2009

To

Shri Kuldeep Goyal,  
Chairman & Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi 110 001.

**Subject: Removal of disparity in pay scales of the BSNL Executives – Request for immediate consideration**

Sir,

Disparity in pay scales compared to the Executives of same status in other comparable CPSEs is one of the irritants and feeling of deprivation in the affected Executives. It certainly hurts them causing serious frustration leading to demoralization and demotivation. It finally affects the Organization that they serve. In such cases, initiative needs to be taken without hesitation to remove such a grievance when it is a genuine one, specially when there is no immediate financial burden on the Company. Here we take this opportunity to bring to your kind notice that there is a genuine feeling in the Executives at the lower strata in BSNL that the Management is denying them even a pay scale which was overdue. We are referring to the pay scales for the Executives at the level of Junior Telecom Officers, Sub Divisional Engineers, Divisional Engineers and Deputy General Managers of BSNL. Now they are being/have been granted just the replacement IDA pay scales following issue of Orders by Department of Public Enterprises on Pay Revision Committee Recommendations. It is a matter of great concern that these Executives are at present placed in lower IDA pay scales compared to their counter parts in other comparable CPSEs. *An opportunity still exists for BSNL Management to recommend removal of this disparity to Department of Telecommunications without any financial implication.*

At present JTO and SDE level Executives of BSNL have been proposed revised IDA Pay Scales as 1(b) and 2(a). The Sr SDEs/Sr AOs, DEs and DGM level Executives have been granted the revised IDA Pay Scales of E-3, E-4 and E-5 grades in that order. But in other comparable CPSEs, the Pay Scales starts with E-2 grade or even more for the starting level Executives i.e., the Junior Telecom Officers level Executives. BSNL has recently got approved the revised IDA pay scale of E-6 grade also from Department of Telecommunications, but at present this grade has not been offered to any cadre. It is our earnest request to review the issue impassionedly and grant following IDA pay scales to the Executives from JTOs level to Dy GMs : (a) JTOs level : E-2 grade, (b) SDEs level : E-3 grade, (c) Sr SDEs/Sr AOs : E-4 grade, (d) DEs level : E-5 grade and (e) DGMs level : E-6 grade. With the new fitment formula for pay fixation in the new pay scales as ordered by DPE, there will no financial implication for the existing Executives if the proposal is accepted, since none of them will get any financial benefit. Even on their promotion to next

level, there will be no additional financial implication other than that would have been available against existing scales. The financial benefit will, however, be available only for the new entrants at JTO level after 1.1.2007. But this minimum expenditure on the part of BSNL for the highly qualified new entrants will give it back a big gain. BSNL need to retain the services of these Executives and ensure that they are not forced to migrate to other Organization in search of higher emoluments. BSNL is also proposing to recruit Management Trainees. With the low pay scale offered, no qualified personnel would tend to join or stay with BSNL for a longer period. They will always be on the look out for a better opportunity elsewhere. But our above request, if conceded to, will resolve this problem of BSNL also.

In view of the above, we would like to request you to kindly consider our **above proposal which is having no financial implication on the part of BSNL** and which will certainly *benefit BSNL to retain its highly qualified Executives and attract more new entrants to join and serve BSNL with more commitment and dedication.*

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Copy to:

1. Shri Siddhartha Behura,  
Secretary,  
Deptt of Telecommunications.
2. Shri Gopal Das,  
Director (HRD),  
BSNL Board.
3. Shri.Rajesh Wadhwa,  
Director (Operations),  
BSNL Board.
4. Shri.R.K.Aggarwal,  
Director (Planning & New Services)  
BSNL Board.
5. Shri.Rajendra singh,  
Director (Commercial & Marketing)  
BSNL Board.
6. Shri.S.R.Kapoor,  
Executive Director (Finance),  
BSNL Board.